

The University of Manchester - Equality, Diversity and Inclusion consultation analysis and evaluation of culture change projects

PROJECT OVERVIEW

There are a series of projects we have identified that should provide a broad overview of the work that the EDI Directorate is involved in:

1. Working with the EDI Directorate to evaluate two mentoring projects:

- YOU Matter project – the Faculty of Biology, Medicine and Health's (FBMH) structured response to the 2025 Your Voice Matters staff survey, addressing bullying, harassment, discrimination, inclusion, belonging, “mattering”, and confidence in reporting.
- Reverse Mentoring (RM) Programme, delivered in the School of Environment, Education and Development but designed, owned, and led centrally by the EDI Directorate as part of a broader strategy to strengthen inclusive leadership across the whole institution.
- Data sources: tbc
- Outputs: Full draft of YOU Matter Evaluation Report and full draft of Reverse Mentoring Evaluation Report

2. One University Integration of Mentoring projects

- Map shared cultural indicators across the YOU Matter project and Reverse Mentoring project, identifying overlapping patterns and producing a cross-programme synthesis report.
- Data sources: tbc
- Outputs: A cross-University cultural insights briefing; slide deck for institutional leadership; repository of reproducible files for future cycles.

3. Analysis of University-level results to the 2026 Your Voice Matters staff survey, looking across demographic splits (including protected characteristics and roles) and survey themes, to identify key issues for further exploration through qualitative analysis, areas for focus group activity and to inform priority areas for targeted action.

- Data sources: 2026 Your Voice Matters staff survey results via People Insight data dashboard.
- Outputs: Full draft of Your Voice Matters EDI report (and supporting slides for EDI group and stakeholder meetings). Alignment of Your Voice Matters EDI report with targets in our Equality Chartermark achievement plans such as Athena Swan and the Race Equality Charter.

PRACTICAL ARRANGEMENTS



Organisation and Team

Directorate of Equality, Diversity and Inclusion



Working Arrangement

Hybrid



Selection Method

Interviews will be held in person
(University of Manchester)

SUPPORT AND TRAINING

- Support from 4-5 project supervisors across the different aspects of the internship.
- Support, training and guidance from EDI Lead Data Analyst and Data Assistant.
- Opportunities to access further training available.
- Opportunities to meet wider University Data Analysts Network.
- Opportunities to work alongside the EDI Directorate, across other areas of work including training, leadership development networks and cross-University collaboration with Faculties and other areas of Professional Services.
- Data protection and unconscious bias training would be important for the successful candidate to complete at the beginning of their placement.

APPLICATION CRITERIA

ESSENTIAL

- Strong data analysis skills, including data cleaning.
- Be able to visually present findings from data analysis using appropriate software (Excel, PowerBI etc).
- Be able to effectively communicate information and findings, including survey results and summarised comments, both orally and in writing;
- Have excellent time management skills and demonstrable ability to deliver work to a given timeframe;
- Be able to work independently as well as collaboratively as a member of a team;
- Understanding of confidentiality and relevant legislation;
- Active interest in equality, diversity and inclusion.

DESIRABLE

- Qualitative analysis skills (coding interview transcripts, thematic development).
- Understanding/experience of mixed-methods evaluation frameworks.
- Understanding/experience of handling sensitive data while maintaining confidentiality, including summarising verbatim comments to communicate meaning while protecting anonymity;
- Be able to present research findings in a clear, engaging and compelling manner, ensuring that they are accessible to a range of audiences with varying levels of understanding of the topic.